

THE GEORGE WASHINGTON UNIVERSITY  
Washington, D.C.

MINUTES OF THE REGULAR MEETING  
OF THE FACULTY SENATE HELD ON  
OCTOBER 12, 2012 IN THE STATE ROOM

Present: President Knapp, Provost Lerman, and Registrar Amundson, and  
Parliamentarian Charnovitz; Dean Goldman; Professors Acquaviva,  
Barnhill, Brazinsky, Castleberry, Cordes, Dickson, Fairfax, Garris,  
Greenberg, Hamano, Harrington, Helgert, Kim, McAleavey,  
Newcomer, Parsons, Rehman, Shesser, and Stott

Absent: Interim Dean Akman, Deans Barratt, Berman, Brown, Eskandarian,  
Feuer, Guthrie, and Johnson; Professors Briscoe, Dhuga, Dickinson,  
Lantz, Sidawy, Simon, Swaine, Williams, Wirtz, and Yezer

CALL TO ORDER

The meeting was called to order by President Knapp at 2:20 p.m. He introduced Professor Shoko Hamano, Professor of Japanese and International Affairs, who was elected as a Senate representative by Columbian College to replace Professor Jeffrey Brand-Ballard, who is on leave this academic year.

APPROVAL OF THE MINUTES

The minutes of the regular meeting of September 14, 2012 were approved as distributed.

INTRODUCTION OF RESOLUTIONS

No resolutions were introduced.

REPORT FROM THE VICE PRESIDENT FOR HUMAN RESOURCES

Vice President Sabrina Ellis presented the report. She noted that the University's Open Enrollment period began on October 8 and she also introduced several of her colleagues present at the meeting with broad experience about specific benefits issues with faculty: Erica Hayton, Director of Benefits Strategy, Jennifer Lopez, Executive Director of Tax, Payroll, and Benefits Administration, and Janet Monaco, Director of Employee Benefits Administration. Vice President Ellis noted that she has now been at the University for nine months, and indicated that these individuals have an encyclopedic knowledge of GW's benefits plan, as well as the history of these at the University.

As part of the benefits review/renewal process, Vice President Ellis said that over the summer she had met with the University's Benefits Advisory Committee (BAC), a group established by President Knapp that includes faculty and staff from various areas across the University. This Committee performs an advisory function concerning issues affecting

benefits administration and planning, particularly in connection with the annual review and renewal of employee benefits.

One issue that was brought to the attention of Human Resources this year was that, unlike many of its peer institutions, GW had a benefits structure with 3 (rather than 4) different tiers of coverage for health coverage benefits. That is, GW offered 3 plans: employee-only, employee plus spouse, and family. Other institutions offered an additional category of employee plus children. The adoption of a 4-tier structure provides a lower cost option than family coverage for those employees who may have another adult in the household who can obtain health care coverage through their employer.

As in prior years, there were cost increases to health care benefit plans this year. Had Human Resources simply renewed existing coverage, that increase would have amounted to approximately 8%. Some changes were implemented which brought the overall cost increases down to 5.1%, and those cost savings were passed on to participants in the Plan. Cost increases this year range from \$5 to \$50 per month, depending upon the level of coverage and the tier chosen in the plans offered.

This year GW increased the salary band from \$30,000 to \$35,000. Many universities offer a reduced premium to individuals with lower salaries, and GW's band was set at \$30,000. Human Resources did not find that this was consistent with peer institutions against which GW benchmarks itself, and the salary band was raised so that lower-paid employees pay a lower premium up to the \$35,000 salary band level.

There have also been changes in plan coverage and plan design. For example, based on feedback from the BAC, in the 2013 plan year, coverage for cochlear implants will be included. Due to changes that have been made in the regulatory space, there will be 100% in-network coverage for preventive health care services for women. In addition, the extended network made available to employees when the University changed health care plans will continue to be available for employees in 2013.

Another change made to health care plans relates to prescription drug coverage. In its review of this aspect of coverage, which Human Resources benchmarked against that of employers within the D.C. metropolitan region and across higher education, it was determined that the costs were not sustainable. To rectify this and bring GW plans more in line with the market, copayments for prescription drugs, which have not been raised in recent years, will increase. Overall, these increases will bring down costs for everyone in the plan.

The University has also moved to a model that will, hopefully, encourage more mail order participation. Last year, GW's participation went down, while peer institution participation went up. After consulting with the BAC and the Appointment, Salary and Promotion Policies (Including Fringe Benefits) Committee, and exploring reasons why people have not been utilizing the mail order program, changes for the 2013 plan year have been made. Approximately 97% of the GW population lives within a reasonable distance of a CVS, so employees will continue to be able to get their prescriptions filled at CVS Caremark. However, instead of getting a 30 day prescription for maintenance medication,

employees will be able to get a 90 day prescription. This should both reduce trips to the pharmacy and the number of re-orders for mail order prescriptions.

One significant change this year is that those employees who do not use a CVS or Caremark vendor will, after 3 refills from another vendor, incur an additional copayment on the cost of maintenance medications. The increased copayment will be based on the drug prescribed, i.e., if it is generic, brand formulary, or a brand non-formulary prescription.

In addition, employees filling 30 day maintenance medication prescriptions at a CVS/Caremark pharmacy who do not switch over to a 90 day prescription will incur an increased copayment. Vice President Ellis indicated that Human Resources was working diligently to communicate changes in the plans to GW employees, and indicated that several faculty benefits sessions would be added this year to facilitate this.

There have also been other plan changes that Vice President Ellis said she thought would be favorably received. Preventive dental care at twice-yearly dental visits will no longer count against the annual maximum allowance. Employees can now enroll in a vision plan that allows the purchase of eyeglasses each year (rather than every other year as previously) for an additional premium of \$3 per single employee or \$6 per month for those with family plans. The University has replaced the CIGNA Behavioral Employee Assistance Plan with ComPsych. Two other new programs are a smoking cessation benefit that offers 6 months of telephonic coaching with 8 weeks of nicotine therapy, and a healthy pregnancy program which offers financial incentives to participating prospective mothers.

In conclusion, Vice President Ellis encouraged everyone to attend the Open Enrollment sessions and the special faculty sessions to be held in October. She also encouraged University employees to take advantage of the University service called Health Advocate that assists employees in navigating, evaluating, and selecting from among the often bewildering range of benefits offered.

Discussion followed. Professor Parsons said he understood that the MFA pharmacy on campus would from now on be a non-favored option. Vice President Ellis responded that was correct, and Ms. Lopez pointed out that the higher copays would be incurred for maintenance medications only. One-time prescriptions, for example, an antibiotic for an infection, can still be filled at the MFA pharmacy.

For the benefit of those new to the Senate, Professor Castleberry noted that Professor Gupta and Professor Wirtz are both members of the BAC. The ASPP Committee, which Professor Gupta chairs, also provided a report on employee benefits which was included with the September Senate minutes. Vice President Ellis was asked to comment on the role of the BAC. Vice President Ellis responded that she had met with the BAC twice, in the spring of 2012 and in the summer. The spring meeting was held in advance of benefit renewal discussions to gather feedback on the sorts of changes people thought the University plans should include. Over the summer a meeting was held to review changes proposed for the 2013 plan year, and those were very helpful in gathering input from the faculty. This feedback is also valuable in helping Human Resources work with GW's vendors and obtain information about the market, because that is also a relevant factor in the way in which Human Resources approaches these issues.

In response to a question from Professor Harrington about deductibles, Vice President Ellis responded that she did not think these had increased. Professor Greenberg inquired about the reduction in the Flexible Spending Account limits from \$5,000 to \$2,500 for the 2013 year. Vice President Ellis asked Ms. Lopez to respond, and she indicated that was part of health care reform and that limit is set by the IRS, not GW. This limit applies only to health care, not dependent care. If employees are married, both spouses can contribute the maximum in order to be able to reach the \$5,000 level.

Professor Dickson referenced the powerpoint report from the ASPP Committee distributed with the September minutes. That report shows that over half of the increase in health care costs will be borne by employees, more than last year's percentage. Vice President Ellis responded that in evaluating plan choices, the University pays a great deal of attention to what is occurring in the market. In the past few years given the realities of employee benefit plans, many employers have not contributed anything toward increases in terms of the overall costs. That is particularly true in the higher education space where a lot of universities have passed 100% of the cost increases to employees. GW has not done that, and continues to fund 70% of the total cost of all employee benefits. It also funded a portion of the additional increases for 2013. Professor Dickson said the question is whether the University going forward will be having employees pay an increasing amount of insurance premiums, or if it will maintain this 70% to 30% ratio. Vice President Ellis said it is not possible to anticipate future developments when financial realities shift from year to year. The market indicates that employers are not contributing anything to cost increases but are instead passing these on to employees. It is just not possible to say with certainty what the University contribution will be in the years ahead.

Professor Helgert said that, with the advent of changes in Medicare and with Obamacare on the horizon, he wondered if any consideration had been given concerning the tradeoffs between the GW plans and Medicare offerings. Vice President Ellis responded that the University plans are designed with the entire employee population in mind. As employees approach the age when they are eligible for Medicare, there is a recognition that there may be some impacts on that group that may not be felt among other groups. She added that Human Resources does its best to anticipate how all of the various constituent groups are going to be impacted by the plans.

#### DISCUSSION OF THE STRATEGIC PLAN DRAFT

Provost Lerman said that everyone should have received on Wednesday afternoon an email with the link to the draft of the University's Strategic plan on the Provost's website. The Faculty Assembly on October 2 included a briefing on the outlines of the plan. The draft is a document that will evolve in response to feedback that will continue to be received from the University community, including the Trustees at their October Board meeting. Work on the plan is expected to continue throughout the fall semester, and the hope and expectation is that the plan will reach a finalized stage that the University can commit to as the plan of record, to be delivered to the Board at its February meeting. Unlike the draft plan (which is entirely text), the final version will include graphics and an attractive layout.



Provost Lerman characterized some of the comments received about the plan. It is fairly ambitious in the sense that it lays out some very significant action items. Most of the comments received, not surprisingly, are about the things that will be transformational for the University, and many have commented favorably on the new plan's focus on growing the number of tenured and tenure-track faculty, a feature not included in the last Strategic Plan created some ten years ago. Only about 4 faculty hires can be identified as resulting from that plan.

The draft plan calls for a range of 50 to 100 new faculty lines; those are incremental to faculty hiring that would have occurred without it. These hires will be focused around people who bring a dual competence, that is, people who have strong disciplinary roots but also share an interest in cross-disciplinary collaboration in the fields selected for the University to move forward in. The exact process for recruiting these faculty members is not specified in the plan, but probably will involve search committees that cut across the disciplines. Dual appointments may also be made, depending upon the faculty lines to be filled and the people the University hopes to attract.

A second area that has received a lot of comment has to do with a shift in how GW conceptualizes its student admissions – the idea that students in future will be admitted to GW as a whole as opposed to being admitted exclusively to study in one school of the University. The Provost said that he had talked with numerous faculty groups about this, including those in the Elliott School and the School of Engineering and Applied Science. He added that he is available to talk to other departments about it. Rounds of conversation continue as the plan evolves, and another town meeting is contemplated along with continued conversations with departmental chairs. The Provost invited the Senate to present other ideas to him that will be helpful in starting conversations about one or more aspects of the plan, and added that either he or another member of the Steering Committee would be pleased to attend those meetings.

Discussion followed. Professor Helgert said one of the concerns in the Engineering School is that in a student's first two undergraduate years, it would be required that they take an absolutely common core curriculum. He said he wondered how the School could just basically eliminate all engineering content during these first two years. Provost Lerman responded that there is nothing in the plan that calls for this for the first two years. As a fellow engineer, he said that would not work, unless GW is going to be asking SEAS students to attend the University for five years. Five or six-year programs have been tried at many engineering schools; that concept has not been successful, and all of them are now four-year programs.

Professor Kim raised several points. She said that the plan should focus more on peer higher education institutions, markets, and situations in the United States. She questioned the emphasis in the plan on increased involvement in programs with China and India, mentioning that an exclusive focus on these two countries seems to be a stretch, given the weakness of education infrastructure in these locations. Professor Kim added that she thought that overall the citizenship and leadership portion of the plan was very good; but perhaps more emphasis should be placed on developing civic engagements for students to make our institution more unique. Professor Kim also commented on the employment aspect of the plan, saying this also needs strengthening. This might be done in part by

strengthening the linkage between interdisciplinary programs and teaching the necessary skills for students' future employment.

Professor Castleberry said that the Executive Committee has already had a preliminary discussion with the Provost and Senior Vice Provost about the way in which the items in the plan will be addressed by the Senate and its Committees. The Executive Committee will continue this discussion at its meeting on October 26, at which time it will determine the areas of the plan each Committee should focus on. Committee consideration of the plan will begin on or about November 1. The work of these Committees will be reported back to the full Senate for consideration over the next three months.

Provost Lerman confirmed that the Senate Executive Committee will charge Senate Committees to examine the plan and respond to it, with particular attention to formulating recommendations in those areas that fall within the scope of each Committee's mandate. In response to Professor Kim's comments, he said he agreed that the cross-disciplinary element of the plan is a core strength for the University to develop, and it is an important factor in future success for GW students in their careers. Given the importance of fostering opportunities for students to work across disciplines, it's quite possible that the plan should be edited more tightly to convey this.

The question of job placement for graduates is one that continues to receive close attention. The plan calls for more investment in the Career Center, and enhancements are already underway with the search for a new director and increasing the Center's budget annually in significant amounts. An important question discussed repeatedly by the plan Steering Committee centered on how the University can find an appropriate balance between providing educational opportunities that will encourage students to become broadly educated and involved citizens and the need to link educational programs with vocational realities students will face as they graduate.

President Knapp added that Career Services has been the focus of a year's work by a task force on this issue. One of the themes that emerged was the importance of helping students find ways to interpret and translate what they are already learning in their courses into the kinds of things that will connect with what prospective employers are looking for. The University is already very good at doing this in the graduate and professional schools, but career services in other areas need enhancement across a wide range of other fields.

Provost Lerman also agreed with Professor Kim on the issue of civic engagement, as this is a very distinctive characteristic of students and faculty at GW. As to the question of geographic specificity, i.e., the enhancement of educational partnerships between GW, China, and India, the working group focusing on the area of globalization felt it would be prudent to select a couple of areas where larger investments would be made, rather than indiscriminately investing smaller sums across many more geographical areas. The intent is not to focus exclusively on these two areas – or say that students and faculty cannot go to other areas – the can and they should. The special role these two countries with the most rapidly growing economies will play in the geopolitical future warrants including them in the plan as countries with which GW needs to have ongoing engagement.

Professor Barnhill said he thought the discussion productive, and added that he is a big proponent of the benefit of thinking globally. He added that he thought it appropriate to single out both China and India as special educational opportunities, although it would not be wise to neglect other countries. It is important to think about what kind of education GW offers to students and how that relates to their future careers, however, there is a danger in this, and that is narrowing or eliminating the flexibility for students to either pursue a more liberal arts or professional path. There is a danger in overstructuring the University's educational program, so it is important to come to an appropriate balance that permits flexibility as well. Professor Parsons agreed with Professor Barnhill, likening the University to a buffet, with some coming to the table with strong vocational motivations, and others, at least during the undergraduate years, pursuing a broad liberal arts-based education.

### GENERAL BUSINESS

Professor Castleberry requested and received the consent of the Senate to nominate the following faculty members to Senate Standing Committees: Libraries: Ilias Balaras; Professional Ethics and Academic Freedom: Pinhas Ben-Tzvi. Both nominations were approved.

#### I. REPORT OF THE EXECUTIVE COMMITTEE

Professor Castleberry presented the Executive Committee Report and indicated that this and the Annual Report of the Senate Executive Committee would be distributed with minutes of the meeting.

#### II. PROVOST'S REMARKS

Provost Lerman made very brief remarks concerning the University's second annual Teaching Day. Over 250 faculty members indicated they would attend this year. The event features speakers and a series of seminars organized around the goal of elevating the awareness of how people might improve their teaching and what the state of the art is. He said he thought the most positive and heartening thing about the day is how many faculty colleagues are willing to set aside time to attend the event, and this reflects the high level of interest in interacting with colleagues to learn about and promote the improvement of teaching at the University. He added that he thought this is something that should be continued, and very likely expanded over time. Professor Castleberry said that it was unfortunate that the Teaching Day coincided with the stated regular Senate meeting [scheduled for the second Friday of the month during the academic year, per the *Faculty Organization Plan*] and that no way could be found to reschedule. He added that he hoped that next year's event would not coincide with Senate meetings, as he thought many present in the room would have liked to attend the afternoon portion of this gathering.

#### III. CHAIR'S REMARKS

President Knapp announced that GW recently received the largest single research grant in its history. The award of \$134 million grant from the National Institutes of Health to Professor John Lachin of the Biostatistics Center in Bethesda will be used over five years

to fund a large-scale diabetes trial, and could be extended with additional funding for another three years.

The University's recent Alumni Weekend attracted the largest attendance to date. In the past, this event was a part of Colonial Weekend along with Parent's Weekend. Now that GW can count more than 250,000 living alumni, the steady year-after-year increase in alumni reunion participation bodes well for the University and provides an enormous opportunity to engage alumni not only in supporting GW financially but in the many other ways in which they interact by opening doors for GW students and participating in a very wide range of programs.

Formal groundbreaking for the GW Museum will take place the week of October 15. The Museum will be located on the Foggy Bottom campus in the historic Woodhull House, former home of William Henry Seward, who lived there during the antebellum years when he was serving as President Lincoln's Secretary of State. Woodhull House will be renovated and space will be added to display the collections of the Textile Museum, a world class collection of artifacts dating back thousands of years. The facility is expected to open in September 2014, and will also house the Washingtoniana collection donated to GW by Albert H. Small.

Another groundbreaking will occur in November at the Virginia Science and Technology campus in Ashburn. This will provide a sister facility for the GW Museum that will be a state of the art conservation center and storage facility that will enable GW to house the bulk of the Textile Museum collection which is not being exhibited. President Knapp said he thought that these facilities will be a great intellectual resource and a valuable educational addition for the University's scholars and students in many disciplines and will provide access for students to work with very advanced conservation and curatorial techniques.

President Knapp concluded his remarks by inviting everyone to attend Colonial Invasion, the University's kickoff for the Athletics Season. This year's event will be held at Fort Myer and will include military personnel on the base and their families. For those relatively new to the University, in the 1970's, GW's teams played basketball at the Fort Myer facility while the Charles E. Smith Center was being constructed, so the event will be a homecoming of sorts. Shuttle bus transportation to the Friday evening event will be provided by the University.

#### BRIEF STATEMENTS (AND QUESTIONS)

Professor Parsons said he had read in *The Hatchet* an announcement from Associate Dean Joseph Reum of the School of Public Health and Health Services (SPHHS) that the School is close to achieving compliance with the *Faculty Code* for the required percentage of tenured or tenure-track faculty. He recalled that Professor Cherian had headed a Committee that pushed hard for this result over the last five to ten years, and added that he wondered if it was not time for the Senate to start looking with similar seriousness at the Graduate School of Education and Human Development, which is not in compliance with this requirement of the *Code*.



Professor Castleberry said that the Senate process for addressing the SPHHS situation involved numerous conversations with the Dean, and the Dean also worked with the Provost in order to arrive at a plan for compliance. He noted that Dean Goldman was present at the meeting, and added that he thought she deserved great credit for the way in which she pledged to bring the School into compliance and then worked very hard to make it happen. He called for a round of applause for this accomplishment, and the Senate applauded her successful work. Professor Castleberry said he thought that the Senate could establish a similar Committee to monitor GSEHD compliance with the *Code*, but he understood the Dean and the Provost are working on this issue and it is probably wise to see what plan results from those conversations before such a step is taken.

Provost Lerman said he continues to work with Dean Feuer to identify opportunities for tenure-track hires in GSEHD. This can be done by creating new tenure-track lines, and, when contract lines are vacated, those positions can also be converted to tenure-track lines. Generally, the Provost said that is what has been done in the School, and over time, as the number of contract lines are reduced and tenure-track lines increased, this should achieve the desired result. It is difficult to predict how long this will take because the University does not control the number of tenured or tenure-track faculty departures. Absent that, he said that he thought Dean Feuer is laying out a fairly clear pathway and steady improvements over time will be made.

A short discussion followed. Dean Goldman said she was appreciative of the Senate's response concerning the progress made in increasing the number of tenured and tenure-track faculty in the SPHHS. She also agreed with the Provost's observations about obstacles to achieving *Code* compliance in this area quickly. Professor Kim commented briefly on the differing qualifications and responsibilities of contract and tenure-track faculty, the most important result of any hiring process being attracting high quality faculty to the University.

#### ADJOURNMENT

Upon motion made and seconded, the meeting was adjourned at 3:30 p.m.

*Elizabeth A. Amundson*

Elizabeth A. Amundson  
Secretary

## Upcoming Opportunities for Additional Benefits Information

### BENEFITS OPEN ENROLLMENT FAIRS

Date	Time	Location
Monday, October 15, 2012	10am - 1pm	VSTC, Enterprise 176
Wednesday, October 17, 2012	10am - 3pm	Marvin Center Grand Ballroom

### FACULTY BENEFITS OVERVIEW WORKSHOPS

Please contact Erica Hayton ([ebush@gwu.edu](mailto:ebush@gwu.edu)) to register for one of the below sessions.

Date	Time	Location
Monday, October 15, 2012	9:00 - 10:30am	VSTC, Enterprise 175
Thursday, October 18, 2012	8:30-10:00am	Marvin Center 309
Thursday, October 18, 2012	1:00 - 2:30pm	Webinar
Monday, October 22, 2012	12:00-1:30pm	Marvin Center 309
Tuesday, October 23, 2012	10:00-11:30am	Webinar
Wednesday, October 24, 2012	12:00-1:30pm	Marvin Center 309

### Health Advocate - Always at Your Side

During open enrollment, you may have questions about your benefits. Your Health Advocate benefit, paid by GW, offers you access to a Personal Health Advocate, a healthcare and benefits expert who will help answer your questions. To contact Health Advocate call 866-695-8622 or visit [HealthAdvocate.com/members](http://HealthAdvocate.com/members).

## ANNUAL REPORT OF THE FACULTY SENATE EXECUTIVE COMMITTEE

Michael S. Castleberry, Chair  
Executive Committee of the Faculty Senate  
2011-12 Session

On behalf of the Faculty Senate, I offer the following brief report on Senate activities during the 2011-12 session.

### FACULTY SENATE RESOLUTIONS

There were two resolutions approved by the Senate during the 2011-12 session. These were forwarded to the Administration for its response.

Senate Resolution 11/1, A Resolution to Amend the *Faculty Organization Plan* to Provide Representation for the School of Nursing on the Faculty Senate and the Faculty Senate Executive Committee

This Resolution was adopted as amended at the September 9, 2011 Faculty Senate meeting. It was forwarded to the Administration and was approved. At its annual meeting on October 4, 2011, the Faculty Assembly approved these amendments to the *Organization Plan* by adopting Faculty Assembly Resolution FA 11/1. The Board of Trustees approved these amendments to the *Organization Plan* at its meeting in October, 2011.

Senate Resolution 11/2, A Resolution to Amend the *Faculty Organization Plan* to clarify the Allocation of Seats for Schools on the Faculty Senate

Substitute Resolution 11/2, which amends the *Organization Plan* to provide eleven more seats for schools represented in the Faculty Senate, effective with the 2013-14 session, was adopted at the Senate meeting held on April 13, 2012. It was forwarded to the Administration, was approved, and the corresponding Assembly Resolution, FA 12/1 is before the Assembly today for its consideration.

In addition, Senate Resolution 12/1, A Resolution to Endorse Amendments to The George Washington University Policy on Conflicts of Interest and Commitment for Faculty and Investigators, was considered and adopted at the first meeting of the 2012-13 Senate session on May 11, 2012. Because of the August deadline for changes to the Policy, following adoption by the Senate, the Resolution was forwarded to the Administration along with Resolutions for the 2011-12 session. The Administration approved the Resolution and changes to the Policy were approved by the Board of Trustees at the May 2012 meeting.

### REPORTS

The Faculty Senate heard a number of presentations during the 2011-12 session, including an Update on the Science and Engineering Hall (SEH) from the Physical Facilities Committee. Executive Vice President and Treasurer Katz and his staff presented Updates on the Parking Transition (made necessary by demolition of the University Parking Garage), and the Status of the Human Resources Office. In October the Provost reported on the Reorganization of the Provost's Office. He also provided an update on the College of

Professional Studies and the Honors Program. In November, the Provost provided the first Update on the Development of the University's Strategic Plan. At the December meeting, Executive Vice President and Treasurer Katz presented an Update on Debt Restructuring and the Financing of New Construction for the Science and Engineering Hall, School of Public Health and Health Services building, and the Textile/GW Museum.

At the February Senate meeting, Provost Lerman briefed the Senate on proposed changes to the University's Sexual Harassment Policy and corresponding procedures. Discussion of these policies continues into the 2012-13 session. Sabrina Ellis, the University's new Vice President for Human Resources, was introduced to the Senate and made comments about benefits planning. In March, Provost Lerman presented the Annual Report on Core Indicators of Academic Excellence and a report on development activities with specific emphasis on the SEH was made by Vice President for Development and Alumni Relations Development Morsberger.

At the April meeting, Athletics Director Nero reported on the Athletics and Recreation Strategic Plan. Associate Provost Scarboro reported on the International Strategic Plan, and Fiscal Planning and Budgeting Committee Chair Cordes presented an Update on the University Budget. In addition, Provost Lerman provided another update on the development of the University's Strategic Plan and the expected timeline going forward.

## **PERSONNEL MATTERS**

### ***Grievances***

One grievance was heard during the 2011-2012 academic year and continues into the current term.

### ***Nonconcurrences***

Three administrative nonconcurrences with faculty recommendations in tenure and promotion cases were transmitted to the Executive Committee in May and June 2012: two in the School of Business, and one in the Columbian College of Arts and Sciences. The Executive Committee reviewed these cases and made its recommendations in each case to the University Administration over the summer.

A fourth administrative nonconcurrency from Columbian College was transmitted to the Executive Committee in early September. The Executive Committee will review this case and at the conclusion of this process, provide its recommendation to the Administration.

Respectfully submitted,  
**Michael S. Castleberry, Chair**  
**Faculty Senate Executive Committee**





*Members of the Executive Committee:*

*2011-12*

*Bruce J. Dickson (ESIA)*

*Miriam Galston (GWLS)*

*Charles A. Garris, Jr. (SEAS)*

*Alan E. Greenberg (SPHHS)*

*David W. McAleavey (CCAS)*

*Scheherazade S. Rehman (SB)*

*Gary L. Simon (SMHS)*

*Michael S. Castleberry, Chair (GSEHD)*

*Steven Knapp, University President, ex officio*

*2012-13*

*Kimberly Aquaviva (SON)*

*Bruce J. Dickson (ESIA)*

*Roger Fairfax (GWLS)*

*Charles A. Garris, Jr. (SEAS)*

*Alan E. Greenberg (SPHHS)*

*David W. McAleavey (CCAS)*

*Scheherazade S. Rehman (SB)*

*Robert Shesser (SMHS)*

*Michael S. Castleberry, Chair (GSEHD)*

*Steven Knapp, University President, ex officio*

## REPORT OF THE EXECUTIVE COMMITTEE

12 October, 2012

Michael S. Castleberry, Chair

### ACTIONS OF THE EXECUTIVE COMMITTEE

The Committee has received the Strategic Plan document and will be requesting that various Committees review segments of the report for possible action and discussion items in the Senate at the November or December meetings. There was a preliminary discussion at the September meeting of the Executive Committee with the Provost. Formal assignments will be discussed at the Executive Committee meeting on October 26<sup>th</sup>.

The Library Task Force continues to be quite active and the Provost has informed us that is unlikely that the work will be completed before a new University Librarian is selected. We will invite the Committee to provide the Senate with a preliminary report as soon as it can be scheduled.

On the matter of the revision of the *Faculty Handbook*, we have been advised by the Provost that a draft should be available for review by ASPP and PEA by November.

The bi-annual report on Women and Faculty of Color was postponed last year and we are working with the Provost for a presentation as soon as possible. We will keep you informed.

We will be requesting that Professor Yezer appoint two members of the Senate Committee on Research to the University Advisory Council on Research.

### REPORTS

In addition to her report today on Open Enrollment and other benefits issues, we have tentatively scheduled Human Resources Vice President Ellis to speak on the issues relating to a smoke-free campus initiative at the November meeting. We will also request that Professor Newcomer, Chair of University and Urban Affairs speak to the faculty service project her committee carried out in September. Future invitees will include Development Vice-President Morsberger, and Professor Helgert, Chair of Physical Facilities, to address the Science and Engineering Hall, the School of Public Health and Health Services building, and Ross Hall renovations. Faculty are particularly interested in how decisions are being made regarding office assignments and spaces in the SEH.

### PERSONNEL MATTERS

#### Grievances

There is one grievance in the School of Public Health and Health Services that continues in process, and a second grievance from the Columbian College of Arts and Sciences has been received by the Dispute Resolution Committee Chair.







Nonconcurrences

There is a continuing nonconcurrence from 2011-12 that was delayed and is now under consideration by the Executive Committee. We will keep the Senate informed about the progress of these personnel matters.

Next Meeting of the Executive Committee

The next meeting of the Executive Committee is scheduled for October 26, 2012. Please submit resolutions, reports and any other matters for consideration prior to that meeting. The next meeting of the Faculty Senate will be on November 9, 2012.



THE GEORGE WASHINGTON UNIVERSITY  
Washington, D.C.

The Faculty Senate

October 4, 2012

The Faculty Senate will meet on Friday, October 12, 2012 at 2:10 p.m. in the State Room, 1957 E Street N.W., 7<sup>th</sup> Floor

AGENDA

1. Call to order
2. Approval of the minutes of the meeting held on September 14, 2012 (minutes to be distributed)
3. Introduction of Resolutions
4. Report by the Vice President for Human Resources: Sabrina Ellis
5. Discussion of the Strategic Plan draft: Provost Lerman
6. General Business
  - (a) Report of the Executive Committee: Michael S. Castleberry, Chair
  - (c) Provost's Remarks
  - (d) Chair's Remarks
7. Brief Statements (and Questions)
8. Adjournment

*Elizabeth A. Amundson*  
Elizabeth A. Amundson  
Secretary